

## Search Associates December 2024 Update

Dec 3, 2024

Dear Active Candidates,

We hope you are well and looking forward to the upcoming holidays.

The international recruiting season continues to be robust - there are now over 3,200 jobs posted with Search. Many international schools' Intent to Return process takes place in December, meaning vacancies will soon be confirmed and you should see a lot of new jobs posted in the coming weeks.

This also means that you may have already committed to stay at your current school - if so, please email us to let us know so we can update your account. Recruiters request that only candidates that are *actively* seeking jobs for Aug 2025 be visible on the Search database.

**If you have recently accepted a job, through Search or any other means, please let me know so we can update your account. Don't forget to tell us what school/country you will be heading to next year!**

We're still in the first half of the recruiting cycle and up to this point, schools have been very selective and only interviewing candidates that best meet their specific requirements (we call this the "cherry picking" stage). This could include number of years teaching overseas or number of years in their relevant teaching subject, IB, AP or IGCSE experience, gender, age balance, DEI, teaching couples etc. It all changes in January as more and more jobs are posted, and schools begin to widen their scope to include all qualified candidates. According to Search data, only 15% of our teachers are hired by end December. The mid-point is mid-February. That means, 50% of the hiring is done after February! Also, schools registered for the job fairs will want to wait for the fairs to conduct face-to-face hiring.

**Search Fairs.** There are still seats available at the January and February job fairs. If you can get to one of the fairs, we strongly recommend it. Especially if you feel your online applications are not getting any traction. Recruiters are eager to meet and interview with candidates face-to-face. Check our [Fair Webpage](#) for the fair schedule. If you have already registered for a Fair, check the Fair page regularly for updates. If you requested an invitation but have not received it yet, send me a reminder! If you have requested an invitation but haven't registered for the fair yet, do so ASAP to save your seat. If your situation changes, you can always cancel your seat before the deadline. Here are some of the upcoming deadlines:

Bangkok: Dec 27, 2024

Hong Kong: Dec 31, 2024

London: Jan 3, 2025

Cambridge: Jan 12, 2025

## **The Toronto Job Fair, Feb 8-9, 2025**

If you are located in Canada or near Toronto, you should definitely attend the [Toronto Search Fair](#). Our partnership with Queen's University is attracting many schools who are keen to leverage Search and Queen's reputations in international recruitment. The Toronto Fair is a friendly and personal event yet maintains a highly professional and productive atmosphere. You will have quality time to connect face-to-face with recruiters from select international schools from all regions of the world, giving you the best opportunity to secure interviews. The list of registered schools is now available on the [Fair webpage](#).

## **Be Pro-Active! Persevere and Stay Positive!**

It is encouraging to see many of you taking full advantage of Search's database to research schools and apply for jobs. Yes, we know it is stressful and time-consuming, but you have to continue to be pro-active with your job search and persevere for the months (yes months!) to come.

If you are contacting schools this month, please keep in mind that they may not respond to you right away (or at all) given that December is extremely busy, with report cards, school and community holiday events, and the upcoming winter vacation.

If you haven't heard back from a school after 1 week after the application deadline, it is absolutely appropriate to send a follow up email to ask the status of your application. Refer to the [October Update Email](#) for details. If you applied via the Search system (Contact School button) you may want to send your follow-up email from your personal email account, to cover all your bases.

**TIP:** How to keep track of your applications. For APLi, go to My Job Search, APLi Application. For all others, go to the mail icon on your dashboard, select View All Messages, click the Sent tab, and all your applications sent via Search are there.

Often, we hear from candidates that they were sure they were a "perfect fit for a job" but were unsuccessful in securing the position or even an interview. In reality, there are so many factors/variables or "moving pieces of the puzzle" that schools have to consider (position for a teaching spouse, gender balance, diversity, number of dependents, years of international teaching experience, visa restrictions, nationality quotas, etc) that we cannot possibly be aware of. So please try not to take the rejection too personally, it is not a reflection of your qualifications or abilities as an individual. I know it's hard, but you have to be patient, persevere and stay positive.

## **Sample Interview Questions**

If you have interviews coming up, make sure you check out the [Interview Tips/Sample questions](#). The first interview is a chance for the school to determine if you are a suitable candidate, so questions would relate to your teaching experiences. This is not the time to discuss salary/benefits! This will come in subsequent interviews. Second or third interviews are

also the time to mention any personal situations that could affect hiring decisions that may impact your ability to honour your agreement to move to a new school. Let the interviewer know these things in advance - they will appreciate your honesty and discussing this up front will avoid any unpleasant situations in the future.

### **Accepting Offers**

This is always an exciting time! Remember, Search Associates regards a verbal agreement as professionally binding. Reneging on that agreement is the same as breaking a contract. Do not verbally accept a position if you are unsure the position or the school is the right fit, or if you are waiting for a better offer from another school. Take the time to research and reflect before you accept an offer. Always ask to speak to a current teacher. If you have any questions about this, **please ask me for advice**. If you are juggling interviews or have multiple offers and you need help, email me. As per your Agreements with Search, if you do accept a verbal or written offer of employment (through Search or other means), *please notify me within seven days*. For more information, read [Considering and Accepting Offers](#).

### **Auto-Archive**

Do not just scan the Daily Email Updates! You need to log onto your account once every 30 days or our system will automatically Archive you and you will lose access to your account and schools will not be able to see your profile. This also tells us that you are not being very Pro-Active with your job search! We can reset your account, but we will ask about job search status.

**Online Seminars for December.** Here's the lineup for this month:

Topic: Working in China and Advancing Your International Education Career.

Insider insights on the Chinese educational market, visa requirements, professional and financial benefits of teaching in China, and all your questions answered.

Presented by: Xiaohang Sumner (China & Hong Kong Fair Organizer)

When: Saturday, Dec. 7, 2024 at 10:00 am (Hong Kong Time)

Link: <https://us05web.zoom.us/j/82095453718?pwd=NaZAYndBQLAmXPSOLZ6Hrh21Mprzax.1>

Meeting ID: 820 9545 3718 Passcode: b8a5rj

Topic: Teaching Overseas & Preparing for the Toronto Fair

Presented by: Gary and Barbara MacPhie (Canada & Toronto Fair Organizers)

When: December 14, 2024 at 11:00 am (Toronto Time)

Link: <https://us06web.zoom.us/j/87398672740>

Meeting ID: 873 9867 2740 Passcode: 699648

If you missed last month's seminars, here are the video links:

Demystifying the Candidate Recruitment Fair Experience

Hosts: Bill Turner (Dubai Fairs) & Peter Smyth (UK South and London March Fair)

<https://youtu.be/ekXEj55NnSI>

The International School Recruiting Cycle: Secure Your Next International Teaching Job Now

Host: Gez Hayden, Singapore & London January Fair Organizer

[https://us06web.zoom.us/rec/share/v\\_489JPw1Orh4enQDdHUs6s1TYmq5SdvEJflFvV\\_GB54xRAxG-8gu1717ne7jOts.GZJtVBLbNPBZIGID](https://us06web.zoom.us/rec/share/v_489JPw1Orh4enQDdHUs6s1TYmq5SdvEJflFvV_GB54xRAxG-8gu1717ne7jOts.GZJtVBLbNPBZIGID)

Good luck with your applications and please keep me posted on your progress., Wherever you are in the world, Barbara and I send our very best wishes for the holiday season.

Kind regards,

Gary

◆ Connect with me on [LinkedIn](#), follow me on [Instagram](#), join our [Facebook Group](#), visit our [Search Website](#).

*REMEMBER: if you are not actively seeking a job for Aug 2025, please send me an email so we can deactivate your account until you are ready to look again.*